

**POLICE ADVISORY AND REVIEW COMMITTEE
EXECUTIVE DIRECTOR'S REPORT
October 1, 2019 – December 31, 2019**

AUDIT OF DISCIPLINE PROCESS

The Committee audits all completed investigations from the Internal Affairs Unit of the Knoxville Police Department for completeness. The results of the first quarter audits were as follows:

Total of Cases Audited by the Police Advisory and Review Committee were (4) Referral Action Forms and (3) Internal Affairs Case:

Officers Disciplined	2
Civilian Employees Disciplined	0

<u>Action Imposed</u>	<u>Number of Officers</u>	<u>Number of Civilian Employees</u>
Verbal Counseling	2	0

The Police Advisory and Review Committee and the Executive Director concurred with Internal Affairs' conclusions on cases reviewed. The Executive Director and committee members asked for additional information on six of the seven cases reviewed. The additional information was provided to members of the committee to answer questions and concerns posed.

AUDITS OF KPD POLICIES AND PROCEDURES

Reviewed the following ordinances, policies, and procedures as result of the Executive Director's evaluation of the Internal Affairs Investigations and complaints brought to the Executive Director:

- General Order 1.36 (Harassment)
- General Order 1.41 (Bias Based Policing)
- General Order 1.60 (Response to Resistance)
- General Order 3.3 (Procedures for impoundment and Towing of Motor Vehicles)
- General Order 4.6 (Criminal Investigations)
- Standard Operating Procedure 1.21 (Unsatisfactory Performance)
- Standard Operating Procedure 1.24 (Use of Force)
- Standard Operating Procedure 1.19 (Unbecoming Conduct)
- Standard Operating Procedure 2.04 (Conduct – General)
- Standard Operating Procedure 2.07 (Truthfulness)
- Standard Operating Procedure 3.00 (Courtesy)
- Standard Operating Procedure 3.01 (Responding to Calls)

ADVOCACY (STRENGTHENING THE RELATIONSHIP BETWEEN THE CITIZENS AND THE KPD)

- The Executive Director continues to meet with members of the Knoxville Police Department's Command Staff and Internal Affairs Unit on a regular basis to discuss concerns and best practices that will result in effective ways to improve relationships with community members.
- The Executive Director along with members of the Office of Neighborhoods and the Knoxville Police Department host a series of workshops directed towards neighborhood safety. The workshop includes information presented from the "Community Crime Map – Lexis Nexis", which provides data on criminal activities that have taken place in different sections of Knoxville. Information is shared with meeting participants about safety tips and best practices to keep neighborhoods safe.
- The Executive Director was asked to take part in the 2019-A Basic Recruit Training Academy, in which the training topic was centered on Cultural Competency and Civilian Oversight of Law Enforcement. Attendees took part in a discussion to evaluate cultural and social bias along with receiving best practices to overcome unconscious biases.

COMMUNITY OUTREACH

- The Executive Director continues to meet with citizens, community groups, and neighborhood associations to discuss concerns and complaints to develop plans for helpful resolutions. The resolutions are based on the areas of concern presented by community members and the information is shared with the appropriate agency or department involved.
- The Executive Director along with members of the Community Relations Department served as table hosts for the annual Vine Middle School college and career fair. Students were able to learn about the function and services offered by the Community Relations Department. In addition, participants were encouraged to become more aware of resources and services provided by various City of Knoxville departments.

NETWORKING

- The Executive Director was elected to the National Association for Civilian Oversight of Law Enforcement Board of Directors as a Member-at-Large. The National Board of Directors serve as the governing body for the organization which represents civilian oversight agencies and practitioners nationwide.
- The Executive Director continues to serve as a part of the Knoxville Chamber of Commerce Diversity Champion group. Members meet to share and provide awareness to issues and concerns that impact disadvantage and marginalized communities within the City of Knoxville and surrounding areas.